

MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION

EQUIPMENT OPERATOR

JOB DESCRIPTION

Employees in this job operate wheeled and/or tracked motorized construction and maintenance equipment to move, lift, transport, or apply earth and materials on state properties or project sites.

Position Code Title - Equipment Operator-E

Equipment Operator 6

This is the entry level. The employee performs a range of Equipment Operator assignments while learning the methods of the work.

Equipment Operator 7

This is the intermediate level. The employee performs an expanding range of Equipment Operator assignments in a developing capacity.

Equipment Operator E8

This is the experienced level. The employee performs a full range of Equipment Operator assignments and uses independent judgment to make decisions in specific work situations.

Position Code Title - Equipment Operator-A

Equipment Operator 9

This is the advanced level. The employee functions as a crew leader overseeing the work of lower-level Equipment Operators and/or others, and performing experienced level Equipment Operator assignments; or as a senior worker performing duties which have been recognized by Civil Service as having greater complexity than those assigned at the experienced level.

NOTE: Employees can progress to the experienced level based on satisfactory performance and possessing required experience.

JOB DUTIES

NOTE: Listed job duties are typical examples of work of positions in this classification. Not all duties assigned to every position are included, nor will all positions be assigned every duty. The general description of job duties does not authorize performance contrary to any state or federal licensing or certification requirements.

Operates a variety of wheeled or tracked construction or maintenance equipment, such as bulldozers, graders, backhoes, front-end loaders, dashers, skid-steers, compact track loaders, excavators, and heavy maintenance trucks.

Operates semi-trucks with trailers, and heavy-duty dump trucks.

Observes work site and equipment to detect and protect against unsafe or hazardous operating conditions.

Performs routine preventive maintenance and minor repairs to motorized vehicles and equipment.

Participates in major repair work and related maintenance activities.

Plants, trims, and removes trees using landscaping equipment.

Clears construction sites and grades and prepares grounds, parking areas, and driveways using various forms of equipment including motorized graders, rotary lasers, and transits.

Reads work orders and construction plans to determine work to be done; decides equipment and method of operation needed to accomplish the work.

Moves construction equipment from one project site to another.

Clears and cleans roadways, rights-of-ways, tourist facilities, catch basins, and other areas.

Operates trucks with snowplows, underbody blades, sanders, and metered salt spreaders.

Performs dredging.

Participates in pavement repairs, culvert repairs, and guardrail and sign repair.

Assists in training lower-level Equipment Operators and others.

Performs related work and other tasks as assigned.

Additional Job Duties

Equipment Operator 9 (Crew Leader)

Assigns work to crew members.

Instructs and trains in proper work methods and processes.

Reviews job performance by observing and critiquing work techniques and completed assignments.

Prepares and maintains records related to the work.

Equipment Operator 9 (Senior Worker)

Sets up and operates, on a regular basis, specialized construction equipment, such as cranes equipped with dragline, clam shell, pile driver; heavy land clearing bulldozers equipped with tree cutter and timber rake or rock rack.

Operates maintenance equipment involving complex technical processes such as the hot rubber asphalt machine used to patch airport runways to meet FAA standards.

Operates semi tractor and tandem axle trailer combination on a regular, full-time basis.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Some knowledge is required at the entry level, developing knowledge is required at the intermediate level, considerable knowledge is required at the experienced level, and thorough knowledge is required at the advanced level.

Knowledge of the operation of motorized equipment, such as tractors, trucks, bulldozers, backhoes, and front-end loaders.

Knowledge of the use and care of hand and power tools, such as chain saws, pumps, air hammers, compressors, and mixers.

Knowledge of occupational hazards and safety rules and regulations.

Knowledge of safety precautions to be observed in working on or near highways.

Knowledge of street and highway traffic rules and regulations.

Skill in the use of tools and equipment of the trade.

Ability to operate motorized equipment with skill and in a safe manner.

Ability to read, understand and work in conformance with work orders, blueprints, or construction plans.
Ability to make minor repairs and adjustments to equipment.
Ability to detect unsafe or hazardous conditions of equipment and work environment.
Ability to follow instructions.
Ability to communicate effectively.

Additional Knowledge, Skills, and Abilities

Equipment Operator 9 (Crew Leader)

Ability to train and oversee the work of others.
Ability to prioritize, organize, and coordinate the work of the unit.

Working Conditions

Some jobs require an employee to work in high traffic areas or on or near highways.
Some jobs require an employee to be exposed to inclement weather and environmental conditions.
Some jobs require an employee to work where there is a significant chance of injury.

Physical Requirements

The job duties may require an employee to lift and/or move heavy objects.

Education

Education typically acquired through completion of high school.

Experience

Equipment Operator 6

No specific type or amount is required.

Equipment Operator 7

One year of experience operating motorized equipment used in construction, maintenance, heavy transport, agriculture, or forestry equivalent to an Equipment Operator 6.

Equipment Operator E8

Two years of experience operating motorized equipment used in construction, maintenance, heavy transport, agriculture, or forestry, including one year equivalent to an Equipment Operator 7.

Equipment Operator 9

Three years of experience operating motorized equipment used in construction, maintenance, heavy transport, agriculture, or forestry including two years equivalent to an Equipment Operator 8.

Alternate Education and Experience

Equipment Operator 7

Completion of vocational training that provided practical experience in operating equipment used by these classifications may be substituted for six months of experience.

NOTE: Civil Service can individually evaluate equivalent combinations of education and experience providing required knowledge, skills, and abilities to qualify.

Special Requirements, Licenses, and Certifications

See individual position descriptions.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

EQUIPOPR

Job Code Description

EQUIPMENT OPERATOR

Position Title

Equipment Operator-E

Equipment Operator-A

Position Code

EQUPOPPE

EQUPOPRA

Pay Schedule

A31-005

A31-011

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03/17/2024